

**ANALISIS PENGARUH USAHA, KEMAMPUAN, DAN DUKUNGAN
TERHADAP KINERJA KARYAWAN BAGIAN ASSEMBLING LINE 2 PT.
SUZUKI INDOMOBIL MOTOR**

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Abstrak

PT. Suzuki Indomobil Motor adalah perusahaan otomotif yang bergerak di bidang industri kendaraan bermotor roda dua dan roda empat. Penelitian yang dilakukan dilaksanakan di bagian Assembling line 2 Plant Tambun 1 tempat memproduksi kendaraan roda dua. Didalam menghadapi persaingan ketat maka perusahaan berusaha meningkatkan daya saing dengan meningkatkan kinerja individu para karyawannya, melalui penilaian kinerja (*Performance Appraisal*).

Penelitian yang dilakukan memiliki beberapa tujuan yaitu: 1. mempelajari usaha, kemampuan, terhadap kinerja karyawan, 2. mempelajari dukungan perusahaan terhadap kinerja karyawan, 3. menganalisa pengaruh usaha, kemampuan, dukungan terhadap kinerja karyawan, 4. menganalisa kinerja karyawan terhadap *reliability*.

Hasil analisa yang dilakukan bahwa faktor usaha, kemampuan, dan dukungan sangat mempengaruhi kinerja karyawan oleh karena itu perlu ditingkatkan faktor-faktor pendukung yang dapat menunjang peningkatan kinerja karyawan, juga tingkat persentase *reliability* kinerja sangat rendah hanya 18,05 persen dan menunjukkan nilai 0,1805 hal ini menunjukkan bahwa tingkat kinerja karyawan di PT. Suzuki Indomobil Motor sangat rendah. Maka dari itu perlu ditingkatkan lagi dukungan dan dorongan dari perusahaan. Dari hasil perhitungan analisa regresi menunjukkan bahwa 14% variabel kinerja dipengaruhi oleh variabel usaha, kemampuan, dan dukungan sedangkan 86% lainnya dipengaruhi oleh variabel lainnya.

Kata Kunci

Performance Appraisal, Usaha, Kemampuan, Dukungan Korelasi dan Regresi, Reliability.

**ANALYSIS OF INFLUENCE EFFORT, ABILITY AND SUPPORT, ON THE
PERFORMANCE OF EMPLOYEES PART ASSEMBLING LINE 2 INSUZUKI
INDOMOBIL MOTOR COMPANY**

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Abstract

PT. Indomobil Suzuki Motor is a company engaged in the automotive motorcycle and four wheel industry. The research I did took place in the Assembling Line 2 Plant Tambun 1 place to produce two-wheeled vehicles. In the face of fierce competition, the company tried to increase competitiveness by improving the individual performance of its employees, through performance appraisal.

Research will be undertaken to have several objectives, namely: 1. study effort, ability, on the performance of employees, 2. study support the company to employee performance, 3. analyze the influence of effort, ability, support to the employee performance, 4. analyze employee performance against reliability.

The result of factor analysis carried out that effort, ability, and support greatly affect employee performance and therefore needs to be improved enabling factors to support improved employee performance, and reliability performance levels are very low percentage of only 18.05 percent and show the value 0.1805 this shows that the performance level of employees at Indomobil Suzuki Motor company is very low. Thus the need to be increased again the support and encouragement from the company. The calculation of regression analysis showed that 14% of variable performance is affected by variable effort, ability, and support while the other 86% is influenced by other variables.

Key words

Performance Appraisal, Effort, Ability, Support, Corellation and Regression, Reliability.